

# EQUATION OF EDUCATIONAL QUALIFICATIONS

No. 15012/8/82 Estt. (D)  
Government of India

Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)

New Delhi, Dated 12th February 1986

## NOTIFICATION

1. C.S.R. In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, namely :

(a) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) (Amendment) Rules, 1986.

(b) They shall come into force on the date of their publication in the Official Gazette.

2. In rule 6 of the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979 (hereinafter referred to as the said rules), after Sub-rule (3), the following sub-rules shall be inserted, namely :

(a) For appointment to any reserved vacancy in Group C Posts, a matriculate ex-servicemen (which term includes an ex-servicemen who has obtained the Indian Army Special Certificate of Education or the corresponding certificate in the Navy or the Air Force), who has put in not less than 15 years of service in the Armed Forces of the Union may be considered eligible for appointment to the posts for which the essential educational qualification prescribed is graduation and where,

(b) Work experience of technical or professional nature is not essential; or

(c) though non-technical or professional work experience is prescribed as essential yet the appointing authority is satisfied that the ex-servicemen is expected to perform the duties of the post by undergoing on the job training for a short duration.

(d) For appointment to any vacancy in Group C & Group D posts where the prescribed minimum educational qualification is matriculation, the appointing authority may, at his discretion relax the minimum educational qualification in favour of an ex-servicemen who has passed the Indian Army Class-I Examination or equivalent examination in the Navy or the Air Force, and who has put in at least 15 years of service in Armed Forces of the Union and is otherwise considered fit to hold the post, in view of his experience and other qualifications.

3. After rule 6 of the said rules, the following rule shall be inserted namely :

**Lower Standard for Selection :** In the case of direct recruitment, if sufficient number of candidates belonging to the category of ex-servicemen are not available on the basis of general standard to fill all the vacancies reserved for them, candidates belonging to the category of ex-servicemen may be selected under a relaxed standard of selection to make up the deficiency in the reserved quota subject to the condition that such relaxation will not affect the level of performance by such candidates.

Sd/-

(K. S. R. KRISHNA RAO

DEPUTY SECRETARY TO THE GOVT OF INDIA

TELE. NO. 3011225



(49)  
No. DGE&T-5/1/07-VG/OI  
Government of India  
Ministry of Labour & Employment  
Directorate General of Employment & Training

New Delhi, Dated 26th September, 2012

**OFFICE MEMORANDUM**

**Subject : Equation of Trades of the Indian Armed Forces with the Civilian Occupations to facilitate Registration of Ex-servicemen for Employment Assistance through the Employment Exchanges**

Every year, large number of service personnel get retired from the Armed Forces at a comparatively young age. In recognition of the services rendered by them for the defence of the country, they needed to be rehabilitated into civilian job, after retirement. It needs no emphasis that the ex-servicemen, by virtue of their experience and training in the Armed Forces are fully competent and equipped for performing various civilians jobs.

No doubt, the Central and State Governments and the Public Sector Undertaking have made provisions to give reserved quota of employment to the ex-servicemen. It is obvious that there is a wide gap between the rate of discharge of ex-servicemen from the Forces and the jobs reserved for them. It, therefore, needs considerable support and effort on the part of the employing organisations to provide more civilian employment to the ex-servicemen immediately on release from the defence services.

The Directorate General of Employment and Training in the Ministry of Labour and Employment have identified a number of technical trades of the Defence Forces and have equated them with the civilian occupations classified in the National Classification of Occupations.

The purpose was to provide a comparative information about the job performance of the service personnel during their engagement in the Army vis-a-vis the civilian jobs. These information have been further updated and the Directorate General of Employment and Training have published a consolidated version of the Army, Navy and Air Force technical trades and comparable civilian jobs.

All Employment Officers are requested to make use of this directory for registering ex-servicemen in appropriate trades accurately for meaningful submission of ex-servicemen against reserved vacancies that have been notified to the Employment Exchanges as also against unreserved vacancies.

(I. K. Srivastav)

Joint Director of Employment Exchanges



No.36034/1/2014-Estt.(Res.)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

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North Block, New Delhi  
Dated the 14<sup>th</sup> August, 2014

OFFICE MEMORANDUM

**Sub: Benefit of reservation to Ex-servicemen, who applies for various examinations/vacancies before joining civil posts/ services in the Government job on civil side.**

In terms of this Department's Notification No. 39016/10/79-Estt(C) dated 15<sup>th</sup> December, 1979 as amended from time to time and which was last amended vide Notification No. 36034/1/2006-Estt (Res) dated 4<sup>th</sup> October, 2012, the benefit of reservation to ex-servicemen is available at ten per cent of the vacancies in Group C posts and twenty per cent of the vacancies in Group D posts in all the Central Civil Services and posts. Benefit of reservation is also extended at ten per cent of the vacancies in the posts upto of the level of Assistant Commandant in all para-military forces to be filled by direct recruitment.

2. Vide this Department's O.M. No. 36034/27/84-Estt.(SCT) dated 02.05.1985, it was decided that once an ex-serviceman has joined the Government job on civil side after availing of the benefits given to him as an ex-serviceman for his re-employment, his ex-serviceman status for the purpose of re-employment in Government would cease. It was also decided that on his joining the civil employment, he would be deemed to be a civil employee and would accordingly be entitled to only such of the benefits like relaxation of age etc. as admissible to civil employees in the normal course. Vide this Department's O.M. No. 36034/21/87-Estt.(SCT) dated 07.11.1989, it was clarified that the instructions of 02.05.1985 shall not apply to those ex-servicemen who have been re-employed or are re-employed by private companies/autonomous bodies/ public sector undertakings/ government offices on casual/contract/temporary *ad-hoc* basis and who can be removed from such service at any time by their employer concerned.

3. An ex-serviceman at the time of his release or discharge from the armed forces normally applies for more than one vacancy, but in case he/she joins any civil employment due to early declaration of results/selection, he/she is not entitled for the benefit of reservation for ex-servicemen for subsequent employment. It has been brought to the notice of this Department that the aforesaid instructions are affecting the chances of ex-servicemen in the case of direct recruitment for subsequent suitable employment.

4. The matter has, therefore, been considered in consultation with Department of Ex-servicemen, Ministry of Defence. It has now been decided that if an ex-serviceman applies for various vacancies before joining any civil employment, he/she can avail of the benefit of reservation as ex-serviceman for any subsequent employment. However, to avail of this benefit, an ex-serviceman as soon as he/she joins any civil employment, should give self-declaration/undertaking to the concerned employer about the date-wise details of application

5

For various vacancies for which he/she had applied for before joining the initial civil employment. Further, this benefit would be available only in respect of vacancies which are filled on direct recruitment and wherever reservation is applicable to the ex-servicemen.

5. The above Orders shall take effect from the date of issue of this Office Memorandum.
6. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control, for information and compliance.

G. Srinivasan

(G. Srinivasan)

Deputy Secretary to the Government of India

Tele: 2309 3074

To

1. The Secretary, All Ministries/Departments of the Govt. of India.
2. The Secretary, Department of Ex-servicemen Welfare, Ministry of Defence, South Block, New Delhi.
3. The Secretary, Kendriya Sainik Board, R.K. Puram, West Block-V, New Delhi-110066, for wide publicity of this Office Memorandum.
4. The Secretary, Railway Board, Rail Bhawan, New Delhi
5. The Secretary, Department of Financial Services, Jeevan Deep Building, New Delhi - in respect of Public Sector Banks and Public Sector Insurance Companies.
6. The Secretary, Department of Public Enterprises, CGO Complex, New Delhi - in respect of Central Public Sector Enterprises.
7. The Secretary, Union Public Service Commission, Shahjahan Road, Dholpur House, New Delhi.
8. Prime Minister's Office/Cabinet Secretariat/Supreme Court of India/Election Commission of India/Lok Sabha Secretariat/Rajya Sabha Secretariat/ Planning Commission.
9. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
10. The Chief Commissioner for Persons with Disabilities, Sarojini House, 6, Bhagwan Das Road, New Delhi-110001.
11. The Chairman, Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi
12. All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions, and all attached/subordinate offices of this Ministry.
13. Information and Facilitation Centre, DOPT, North Block, New Delhi - 20 copies

✓ Copy to Director, NIC, DOPT - with a request to place this circular on the website of this Department, for information of all concerned.



52

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No.39016/10/79-Estt (C)  
Government of India/Bharat Sarkar  
Ministry of Home Affairs/Grih Mantralaya  
Department of Personnel and Administrative Reforms  
(Karmik Aur Prashasanik Sudhar Vihag)

New Delhi-1, the 11 Dec., 1979

N O T I F I C A T I O N

In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules for regulating the recruitment of ex-servicemen in Central Civil Services and Posts, namely:-

1. Short title and commencement -

- (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979.
- (2) They shall be deemed to have come into force on the first day of July, 1979.

2. Definitions - In these rules, unless the context otherwise requires-

- (a) "Armed Forces of the Union" means the naval, military and air forces of the Union;
- (b) "disabled ex-serviceman" means an ex-serviceman who while serving in the Armed Forces of the Union was disabled in operations against the enemy or in disturbed areas;
- (c) "ex-serviceman" means a person, who has served in any rank (whether as a combatant or as non-combatant), in the Armed Forces of the Union, including the Armed Forces of the former Indian States, but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Force, Lok Sahayak Sena and Territorial Army, for a continuous period of not less than six months after attestation, and
  - (i) has been released, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, or has been transferred to the reserve pending such release, or
  - (ii) has to serve for not more than six months for completing the period of service requisite for becoming entitled to be released or transferred to the reserve as aforesaid; or



(iii) has been released at his own request, after completing five years service in the Armed Forces of the Union;

(d) "para-military forces" means the Border Security Force, Central Reserve Police Force, Indo-Tibetan Boarder Police, Central Industrial Security Force, Secretariat Security Force, Assam Rifles, and Railway Protection Force;

(e) "reserved vacancies" meanse vacancies reserved under rule 4 for being filled by ex-servicemen.

3. Application - These rules shall apply to all the Central Civil Services and Posts, Group 'C' and Group 'D' and to the posts of the level of Assistant Commandant in all para-military forces.

4. Reservation of vacancies - (1) Ten per cent of the vacancies in the posts of the level of Assistant Commandant in all para-military forces; ten per cent of the vacancies in each of the categories of Group 'C' posts and of such posts in each group 'C' Service; and twenty per cent of the vacancies in each of the categories of Group 'D' posts and of such posts in each Group 'D' Service, including permanent vacancies filled initially on a temporary basis and temporary vacancies which are likely to be made permanent or are likely to continue for three months and more, to be filled by direct recruitment in any year shall be reserved for being filled by ex-servicemen:

Provided the percentage of reservation so specified for ex-servicemen in a category of posts shall be increased or decreased in any one recruitment year to the extent to which the total number of vacancies reserved for ex-servicemen, Scheduled Castes and Scheduled Tribes (including the carried forward reservations for Scheduled Castes and Scheduled Tribes) and for any other categories taken together, falls short or is in excess, as the case may be, of fifty per cent of the vacancies in that category of posts filled in that year:

Provided further that in case of an increase in the reservation for the ex-servicemen under the preceding proviso, the additional vacancies so made available for them shall be utilised first for the appointment of disabled ex-servicemen and if any such vacancies still remain unfilled thereafter the same shall then be made available to other ex-servicemen.

(2) Out of the vacancies reserved for being filled by ex-servicemen, vacancies shall be reserved for candidates belonging to the Scheduled Castes and Scheduled Tribes in accordance with such orders as are issued in this behalf by the Central Government from time to time:



Provided that if any ~~ex~~-serviceman belonging to the Scheduled Caste or Scheduled Tribe is selected, his selection shall be counted against the overall quota of reservations that shall be provided for the Scheduled Castes or Scheduled Tribes in accordance with the orders issued by the Central Government from time to time.

(3) No vacancy reserved for ex-servicemen in a post to be filled otherwise than on the results of an open competitive examination, shall be filled by the appointing authority by any general candidate, until and unless the said authority, -

(i) has obtained a 'Non-availability Certificate' from the employment exchange (where a requisition is placed on an employment exchange);

(ii) has verified the non-availability of a suitable candidate by reference to the Director General Resettlement and recorded a certificate to that effect; and

(iii) has obtained approval of the Central Government.

5. SPECIAL PROVISION REGARDING AGE LIMIT - For appointment to any vacancy in Central Civil Services Group 'C' and Group 'D', whether reserved or not under these rules, every ex-serviceman who has put in not less than six months continuous service in the Armed Forces of the Union shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit.

6. Special provision regarding educational qualifications-

(1) For appointment to any reserved vacancy in Group 'D' posts, every ex-serviceman who has put in not less than three years service in the Armed Forces of the Union shall be exempt from the minimum educational qualification, if any, prescribed in respect of such posts.

(2) For appointment to any reserved vacancy in Group 'C' posts, the appointing authority may, at its discretion, relax the minimum educational qualification, where such qualification prescribed is a pass in the Middle School Examination or any lower examination, in favour of ex-servicemen who have put in at least three years service in the Armed Forces of the Union and who are otherwise considered fit and suitable for appointment to such posts, in view of their experience and other qualifications.



- (3) For appointment to any reserved vacancy in Group 'C' posts, to be filled partly by direct recruitment and partly by promotion or transfer, where the minimum educational or technical qualification prescribed for appointment by direct recruitment is higher than that prescribed for promotees or transferees, an ex-serviceman shall be deemed to satisfy the prescribed educational or technical qualification if he -

- (i) satisfies the educational or technical qualification prescribed for direct recruitment to the post from which promotion or transfer to the post in question is allowed, and
- (ii) has identical experience of work in a similar discipline and for the same number of years in the Armed Forces of the Union, as prescribed for promotees or transferees.

EXPLANATION: For the purposes of this rule, in computing the period of three years service, there shall be added any period of service which an ex-serviceman has rendered while serving in a corresponding post or posts in a civil department, or a public sector undertaking or an autonomous organisation, whether under the Central Government or any State Government, or in a Nationalised Bank to the period of service rendered in the Armed Forces of the Union.

7. Amendment of recruitment rules - All rules regulating the recruitment of persons to Group 'C' and Group 'D' posts and services under the Central Government shall be subject to the provisions of these rules and shall be construed accordingly.

8. Interpretation - If any question arises as to the interpretation of these rules, the question shall be decided by the Central Government and the decision of the Central Government shall be final.

(R. C. GUPTA)  
DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA

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No. 96034/20/12-  
ES (H) sec 7 dt. 6.7.83



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Explanatory memorandum to the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979. -----

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Under the Ex-servicemen (Reservation of Vacancies in the Central Civil Services and Posts, Class III and Class IV) Rules, 1974, the reservations for ex-servicemen were available in the vacancies filled by direct recruitment in the Central Civil Services and Posts, Class III and Class IV. These rules ceased to be in force w.e.f. from the 1st July, 1979. Since the problem of rehabilitation of ex-servicemen is a continuing feature, it has been decided to make available to the ex-servicemen certain facilities for their rehabilitation in Civil employment on a permanent basis. In formulating the present rules the provisions of the Ex-servicemen (Reservation of Vacancies in the Central Civil Services and Posts Class III and Class IV) Rules 1974, and the decisions taken on the recommendations of the Working Group of officers on Resettlement of Ex-servicemen with regard to changes in those rules including change in the nomenclature of the rules have been taken into account. This will not adversely affect the rights of any person.

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57  
No. 39016/10/79-Estt (C)

New Delhi-1, the Dec., 1979

Copy forwarded to:-

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6. Commissioner for Linguistic Minorities, Allahabad.
7. Election Commission, New Delhi.
8. All Union Territories Administration.
9. D.G.P. & T.
10. All attached and subordinate offices of the Department of Personnel and Administrative Reforms and Ministry of Home Affairs.
11. All Officers and Section of the Ministry of Home Affairs and Department of Personnel and Administrative Reforms.

*[Signature]*  
R.C. GUPTA  
(R.C. GUPTA)  
DEPUTY SECY. TO THE GOVT. OF INDIA.